

Video CVs risk widening the diversity gap, according to industry expert

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At a time when reports suggest technology, including the likes of video CVs, is taking over the recruitment industry, a leading professional recommendation platform has urged hirers and employers to be more flexible and avoid being overly wowed by tech at the expense of the perfect candidate.

According to Juliet Eccleston, Co-Founder of AnyGood?, the trend for using the likes of video CVs is further widening the diversity gap by alienating those without the resources to develop this content and creating an unfair advantage for those who find producing videos easy. Instead, hirers should be more flexible and encourage applications in a format of the candidate's choice in order to remove any possible bias.

Juliet comments:

"While in this modern world video content is more widely available and shared on a personal level, there's a real risk that hirers could be overly-wowed by a video CV, leading to those with the best skills set and cultural fit being overlooked simply due to the format of their submission. Unless there is a specific reason for a certain CV style, hirers should be more flexible in their application requirements in order to make it easier for everyone to shine. Leaning heavily towards one type of preference – such as video content – will only lead to those less comfortable with the style being alienated.

"I whole-heartedly agree that talent sourcing is evolving and will need to continue to do so in the coming years. However, we all need to take a step back and consider just how relevant new tech is within the hiring arena and what impact it will have on diversity levels. My view is that in the hunt for a replacement for the CV, the industry has lazily chosen an option which brings in even more opportunity for bias and excludes candidates who would not naturally choose this medium.

Commenting on this issue, Sulaiman Khan, Founder & Chief Purpose Officer of ThisAbility added:

"As a severely physically disabled wheelchair user, typing is very fatiguing, so I like the idea of video CV in theory. However, in practice the challenge is that I'd still need someone assist with filming and help me upload it onto my laptop so I can edit and send the file. As Juliet states, I'd be worried about early stage biases in video CV's as well. I believe that more flexible ways to apply for jobs to match candidates – and, indeed, more flexible working options – are needed by all businesses, which would be especially useful for those with disabilities and neurodiverse conditions who are the most discriminated against community when job hunting."

Juliet adds:

"What we need to see is a greater use of networks and recommendations in order to create a level playing field for all. We are all so widely networked now that professionals have the resources to hand to be able to put forward their peers for a role. Perhaps, then, future recruitment processes need a more

personal peer-to-peer approach with less involvement from the middle-man.”